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OUT

Lesbian/Gay/Bisexual/Transgender
(LGBT) Well-Being

April 2017 - March 2018

Holistic services



OUT's Vision, Mission & Objectives



Some of the OUT staff members at our offices

Vision

OUT is dedicated to building healthy empowered lesbian, gay, bisexual and transgender (LGBT) communities in South Africa and internationally. OUT aims to reduce heterosexism and homophobia in society.

Mission

OUT works towards LGBT people's physical and mental health and related rights.

Objectives

1. To provide reputable direct services to our target communities, which include:
 - Physical health services, such as HIV testing, Anti-Retroviral Treatment, Pre- and Post- Exposure Prophylaxis, Sexually Transmitted Infections screening and treatment, Tuberculosis screening, HIV management, basic wound care, condoms and lubricants.
 - Mental health services, which include counselling, general lifestyle advice and support.
 - Safe spaces for individual support and development, reporting of hate crimes and sensitisation of local communities.
 - Hate crime support, including lobbying, reporting, medical and psychosocial support.
 - Training to government and other stakeholders on LGBT issues and related competent services.
2. To reduce hate crimes against the LGBT community.
3. To reduce discrimination against the LGBT community, MSM, sex workers, and injecting drug users.
4. To provide services which follow an approach that provides dignity to our clients.
5. Support research and building expertise related to our objectives and target communities

A snapshot of the year's successes



Love Not Hate Facebook followers have grown to 11 600 people, enhancing the reach of the hate crimes project on social media. *(10 100 in 2016/2017)*



The TEN81 mobile clinic has greatly increased OUT's capacity to do outreach work. There were a total of 16 736 peer contacts in the past year. *(5 465 in 2016/2017)*



The impact of the TEN81 Clinic continued to grow, with 2 883 appointments being made to access our range of services. *(2 288 in 2016/2017)*

Executive Summary

Our direct **health services** target Men who have Sex with Men (MSM) and People who Inject Drugs (PWID). The flagship programme, the TEN81 Clinic, is a partnership with the Gauteng Department of Health and develops new models of sustainable expert service delivery. The TEN81 Clinic offers a range of HIV/AIDS and health services and had 2 883 appointments (up from 2 288 in previous year) with the most widely used service being HIV testing and counselling (57%) and Pre-Exposure Prophylaxis (11%). The clinic also offers HIV treatment and monitoring, ART initiation, STI screening and treatment, wound care, and needles and syringes for safer injecting. The mobile services for MSMs had 16 736 contacts with 5 135 HTS provided. Our mental health services offered 659 psychosocial sessions, be it face-to-face, telephonic or via e-mail. The HARMless Project (targeting people who inject drugs) showed equally impressive numbers: there was a total of 893 HIV counselling and tests, it distributed 427 193 (377 545 in the previous year) needles and syringes and did 23 476 behaviour change interventions (19 732 in the previous year).

Turning to **hate crime services**, there were 79 (vs 27 in the previous year) safe spaces offered to 891 members of the LGBTI community. The hate crime programme, Love Not Hate, has five other partners who work in the Eastern Cape, Western Cape and KwaZulu Natal. All partners actively monitor and assist hate crime victims, including those who do not report cases to the Police. A total of 55 cases was monitored by partners. There is also active participation with the Government and the National and Provincial Department of Justice Task Teams. The programme commenced with parliamentary work and 10 Police Portfolio Committee meetings were attended and meetings were held with various other civil society groups who monitor Parliament. The mailing list of the programme grew to 11 000 people.

A viral hepatitis **study** was completed in February 2018. It focused on both MSM as well as PWID people. It was one of the first studies on the prevalence of hepatitis B and C in South Africa.

Marketing included general OUT marketing work as well as work focused on the TEN81 Clinic and the Love Not Hate programme. The total OUT email subscribers are over 3 000, with 1 600 SMS subscribers. The OUT Facebook page grew to 4 700 likes and the OUT twitter profile to 1 500 followers. The TEN81 website received just under 3 000 visits and the Facebook page saw an increase to almost 10 000 followers (up from 6 800 in the previous year). The Love Not Hate website had almost 7 000 visits and 11 600 followers on its Facebook page.

Data systems and capacity has been greatly improved for both the MSM and PWID programmes. Electronic systems were developed and changes were made to both capturing tools and databases. Backlogs were cleared and capturing happened in real time.

Management took place within the 2013 to 2018 strategic plan. The Board provided on-going strategic direction and operational monitoring through quarterly reports. A management committee managed operations and finances (monthly balance sheet and profit and loss statements). Staff meetings were held every two months. Staff underwent 6-monthly performance evaluations. There was a total staff component of 45.

The **budget** for the year was R15 211 102.00. The funders included the Centers for Disease Control, the US Department of State, COC the Netherlands, Mainline, Bristol Meyers Squib Foundation, the Gauteng Department of Health, the University of Pretoria School of Family Medicine and the Open Society Foundation. The current operation of OUT is in the City of Tshwane and there are plans to expand work both within the city as well as to other cities in the new year.

MESSAGE FROM THE BOARD CHAIR - Francois Joubert PhD



In my message for the 2016/2017 annual report, I highlighted some risks which might impact the organisation's financial and operational sustainability. Since OUT is dependent on donor funding, the first risk on this list related to interruptions in such funding. Should this happen, it would lead to OUT experiencing cashflow problems, which in turn, may affect the level of services OUT is able to provide. We are fortunate that through the continuous review of current and future funding opportunities by the management team, this risk did not realise during the last financial year and OUT could continue to provide competent services to our target communities: the lesbian, gay, bisexual and transgender (LGBT) community, MSM, sex workers, and injecting drug users. The Board will continue to focus on ensuring that appropriate governance and reporting structures are implemented to ensure that we, as an organisation, will be able to continuously fulfil and exceed our stakeholders' expectations. This annual report showcases OUT's achievements for the 2017/18 financial year. We have a lot to be proud of: nearly all our key performance indicators showed marked increases on the previous year's performance. For that I thank our funders and the hard work done by Dawie Nel and his team.

MESSAGE FROM THE DIRECTOR - Dawie Nel



The past year saw OUT continuing to deliver holistic services. Largely due to HIV programming needs, there is an emphasis on behaviours rather than identities. Well-funded health programmes correctly emphasise behaviours and not identities in HIV related risks. The result is a strong focus on Men who have Sex with Men (MSM) and their sexual risk behaviours rather than issues facing lesbian, gay, bisexual and transgender (LGBT) individuals. OUT, however, has continued to manage programmes focusing both on identities and behaviours. Our health services had impressive numbers and all services reached more people than in the previous year. We also launched quality improvement interventions to address HIV yield within our MSM programme. The US Department of State funded Love Not Hate programme ended in March 2018. The more than two-year grant allowed us to manage expanded LGBT hate crime programmes with 6 other LGBT organisations. Inter alia, in order to address low reporting rates of hate crimes, we launched the www.report.lovenothate.org.za on-line tool. But our efforts are strained by the Government's capacity to deliver services, stigma and subsequent low levels of trust in the criminal justice system. OUT continued managing the HARMless (formerly Step-Up) Project for injecting drug users in Tshwane. The programme continued to reach large numbers of people and had a productive partnership with the University of Pretoria and Tshwane Municipality on harm reduction in the City of Tshwane. OUT worked with a staff component of 45 and our current focus is on City of Tshwane. For our HARMless Project, the focus is only on one sub-region in the city. We will expand our services for both MSM and PWID in the new year. We, however, do not foresee expansion in the current level of hate crime programming. I would like to thank everyone for their support in the last year. It allowed us to make a real difference in the lives of very marginalised people. OUT is an organisation to be proud of. While we have seen both successes and failures over the years, we have continued to grow and serve those whose equality and dignity is often eroded in South Africa.

Acronyms

AIDS: Acquired Immune Deficiency Syndrome

ART: Antiretroviral Therapy

CAG: Community Advisory Group

CBO: Community Based Organisation

CD 4: Cluster of Differentiation 4

CDC: Centre for Disease Control

COSUP: Community Orientated Substance Use Programme

CJS: Criminal Justice System

DOH: Department of Health

DOJ&CD: Department of Justice and Constitutional Development

HIV: Human Immunodeficiency Virus

HTS: HIV Testing Services

LGBTI: Lesbian / Gay / Bisexual / Transgender / Intersex

LNH: Love not Hate Programme

MP: Member of Parliament

MSM: Men who have Sex with Men

NTT: National Task Team OFSA: Open Society Foundation South Africa

OST: Opiate Substitute Therapy

PEP: Post Exposure Prophylaxis

PrEP: Pre- Exposure Prophylaxis

PTT: Provincial Task Team

PWID: People who Inject Drugs

QI: Quality Improvement

RRT: Rapid Response Team

SNS: Social Network Strategy

STI: Sexually Transmitted Infection

TB: Tuberculosis

WHO: World Health Organisation

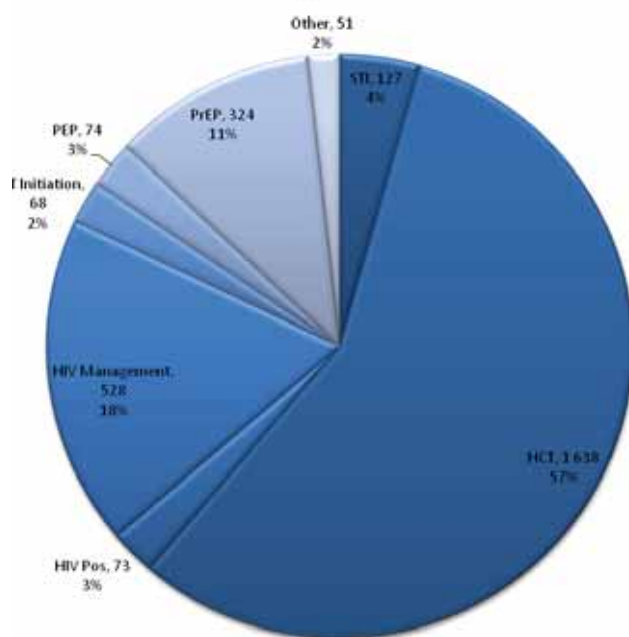
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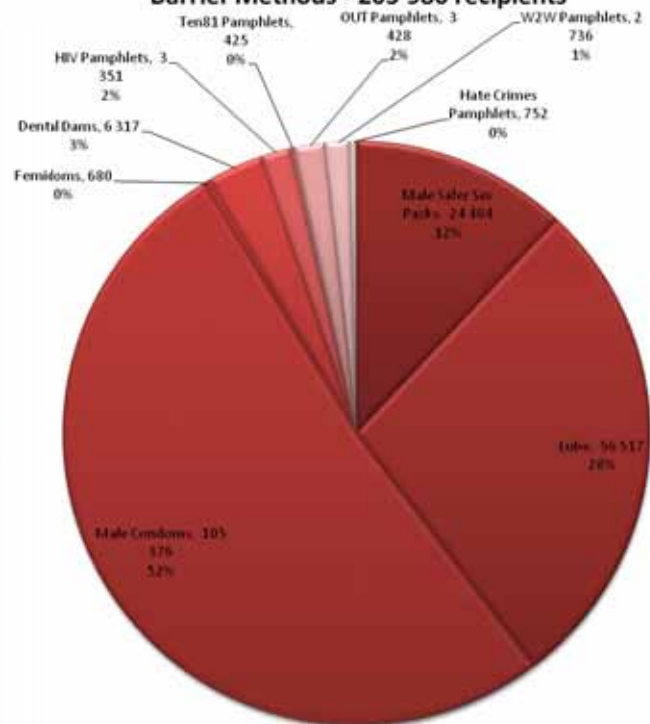
DIRECT HEALTH SERVICES AND THE YEAR IN NUMBERS

Health and Well-being Services

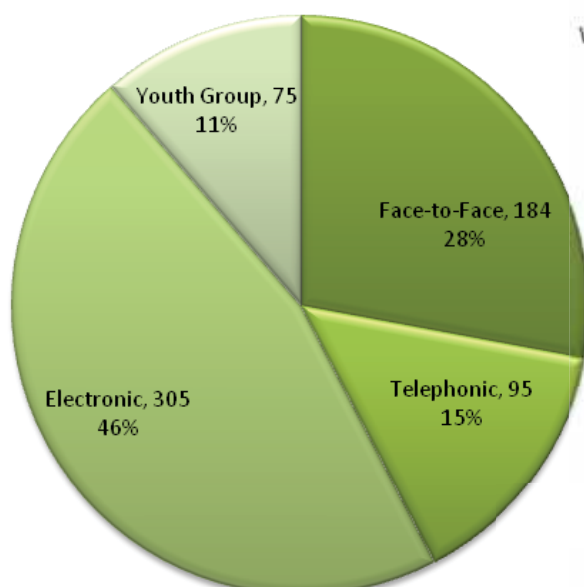
Clinic - 2 883 appointments/services



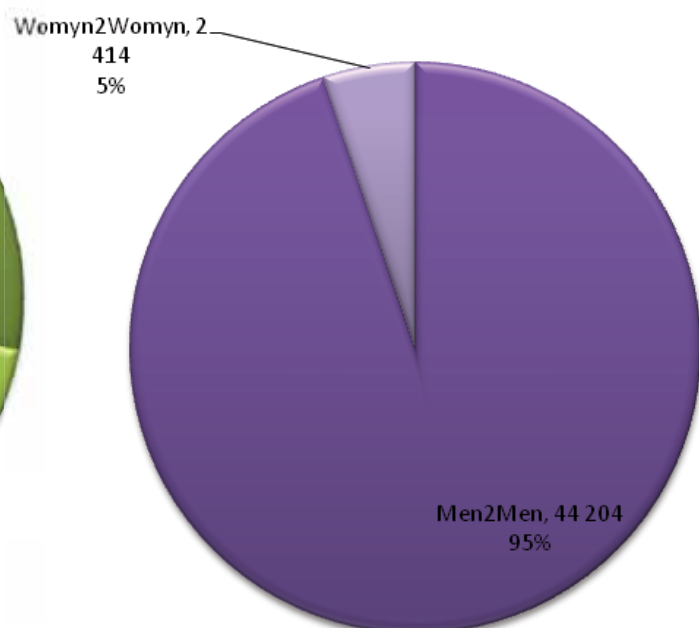
Barrier Methods - 203 986 recipients



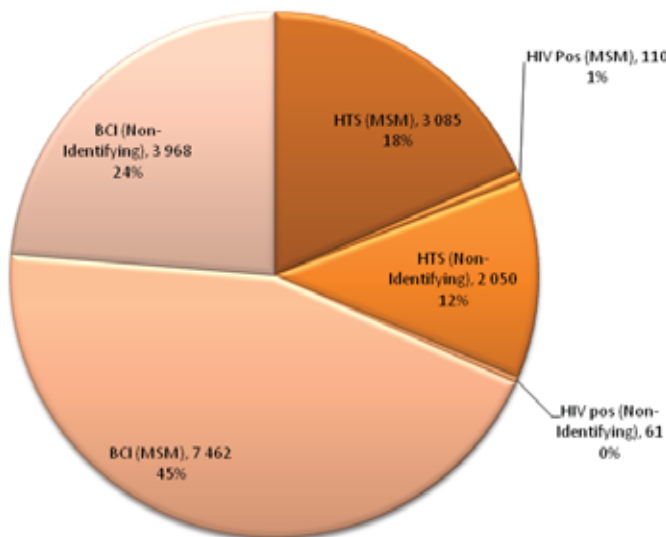
Psychosocial Services - 659 clients



Online Interventions - 46 618 users



Peer Outreach Programme - 16 736 contacts



A total of **270 882** individuals were reached during the 2017/18 financial year. OUT's comprehensive service model included preventative and harm-reduction work, as well as the provision of care and treatment. These services were provided through OUT's TEN81 Clinic, psychosocial support programme, barrier method programme, community outreach (mobile) and online interventions.

As part of a three year agreement (ending July 2018) with the Department of Health (DOH) OUT's TEN81 Clinic continued to offer the following comprehensive package of services (all free of charge): HIV Counselling and Testing (HCT), CD4/Viral load testing (HIV maintenance), initiation on and Anti-Retroviral Treatment (ART), screening and treatment for Sexually Transmitted Infections (STIs), screening and referral for Tuberculosis (TB), provision of Pre-Exposure Prophylaxis (PrEP), Post-Exposure Prophylaxis (PEP), general physical examinations, and follow-up. The clinic also continued to offer needle and syringe exchange, and basic wound care to PWID clients.

The **TEN81 Clinic** was selected (based on certain readiness and skills criteria), as one of only three clinics nationally, to start offering PrEP to MSM clients from April 2017, and has since managed to initiate 324 MSM clients on PrEP. Almost 98% of these clients are new clients who never accessed services at OUT before.

The clinic is staffed by three full-time registered nurses: two working full-time at the clinic, and the third mainly accompanying the outreach teams. Outreach teams enable OUT to take the services to the service beneficiaries, where

they live, which adds to the accessibility of services. Clients are initiated on ART (when testing positive for HIV), or on PrEP (when they have a high-risk profile for potentially contracting HIV) in the field.

OUT continued its partnership with the University of Pretoria (COSUP), which enables the clinic to offer Opiate Substitute Therapy (OST) to PWID clients who qualify. For this project, UP provides the services of clinical associates, as well as a medical doctor, once a week.

The clinic has seen a significant increase in the number of clients accessing the services (compared to the previous year), probably due to the fact that PrEP is now available free of charge. Due to the number of clients initiated on PrEP, the number of HIV Tests performed at the TEN81 Clinic also increased significantly, since the PrEP protocol requires that clients on PrEP should be tested regularly. However, the adverse side to this, is that the HIV positive yield decreased from around 14% to only 3-4%, as PrEP clients need to be HIV negative to be on PrEP treatment. This issue was addressed at a Quality Improvement (QI) Workshop in September 2018, and OUT developed new QI Intervention Strategies, which will be discussed under the Peer Education Outreach paragraph in the report.

Psychosocial Services included face-to-face, telephonic and online (electronic) counselling. The Psycho-social counselling services saw a slight decrease in numbers, compared to the 2016/17 period. The decrease is probably due to the fact that one of OUT's lay-counsellors resigned during the 2017/18 period. The most prevalent difficulties clients presented with were relationship challenges, coming out, depression and anxiety, followed by insecurity regarding sexual identity and difficulty in dealing with an HIV positive diagnosis.

Although still being called Youth Group Meetings, OUT started to organise events in township areas every second month, called "**Pink Thirstdays**". These events focused on themes based on challenges experienced by LGBT youth. These events were marketed well, and attendance numbers remained good. The Psychosocial Poster Campaign continued to raise awareness regarding psychosocial challenges faced by LGBT individuals.

OUT's **Barrier Method Programme** enabled thousands of individuals to make responsible choices regarding their sexual health and well-being. Male safer sex packs (containing condoms, lubrication and informative materials) were distributed in the OUT reception, venues frequented by LGBT individuals, events (such as Pride events) and to community members. Condoms and lubrication were distributed to gay saunas and sex clubs. Printed materials, including TEN81 business cards, hate crimes pamphlets, HIV pamphlets (reprinted), and OUT pamphlets (reprinted),

maintained good levels of distribution. OUT managed to procure dental dams and distributed over **6 000**.



Monthly psychosocial theme digital poster examples

Online intervention (prevention) is done through OUT's www.men2men.co.za and www.womyn2womyn.co.za websites. Compared to the 2016/17 period, the M2M website has seen a decrease in the number of visitors. However, the annual target was still exceeded by far. The W2W website saw a slight increase in the number of visitors. Content is regularly updated and includes useful comprehensive sexual health information and articles as well as a facility to ask "Dr Dick" and "Dr Delicious" questions.

The **Peer Education Outreach Programme** ensured we could reach community members of townships in the greater Tshwane area. The programme involved a group of enthusiastic and dedicated young men and women, recruited directly from the community and trained to become effective role models and opinion leaders, who work directly and informally within their own social and sexual networks. OUT continued investing in the personal development of peer educators through monthly group sessions and monthly individual mentorship sessions. The peer educators initially met every two weeks to report on work that has been done and to plan interventions for the following two weeks.

From April 2017 until September 2017, OUT remained part of two MSM programmes, one funded by Global Fund, and the other funded by CDC. For the Global Fund programme, OUT had a team of 10 Peer Outreach Workers, and for the CDC programme a team of 3. They were all appointed on a full-time basis to increase the efficacy of both programmes and reach. Target demands were very high for both programmes, and it became increasingly challenging to meet targets for both (6 000 HIV tests and 6 000 Behaviour Change Interventions per funder).

The teams also experienced challenges in terms of a large number of male clients (more than two thirds) accessing the services but not self-identifying as MSM. Since the MSM community is already a difficult-to-reach population, this factor had a huge impact on achieving targets, as these numbers of clients could not be counted towards achieving targets. OUT also had to be aware of "double-

reporting" (reporting an intervention to one client for both programmes), since this was not allowed by the funders. Eventually OUT decided, in agreement with Right To Care (Global Fund), to step out of the Global Fund programme by the end of September 2017. This step allowed OUT to consolidate all efforts under one funder (CDC) from October 2017, with one team of 10 Peer Outreach Workers.

In September 2017, OUT received a Mobile Unit from CDC, and another vehicle was rented full-time. The outreach work focused on two areas: HIV Testing Services (HTS) and Behaviour Change Interventions (BCI). The Mobile Unit improved OUT's capacity to do outreach work during later hours of the day, as well as over weekends, adding to the ability to achieve targets.

However, the HIV positive yield remained low at 3%. This was an area of concern and a targeted approach was developed which focused on two hotspot venues, a male sex club, and a night club in town. Both venues were known to be frequented by MSM. Initial numbers appeared promising, with the yield increasing to 10%, and with a fair number of new PrEP initiations. Towards the end of February 2018, an evaluation was done and, initially, there was promising results but towards the end of the 12-week period, numbers decreased significantly.



TEN81 "pink mobile" mobile unit van

OUT then implemented another QI Intervention Strategy, called **Social Network Strategy** (SNS), where "seeds" (clients with a high-risk profile with access to a large sexual and social network) would be recruited and tested for HIV, to each in turn recruit three others to be tested for HIV. They would then be recruited to continue with recruiting others until the HIV positive members of that network are exhausted.

Along with the SNS, OUT also did a re-mapping of areas making use of champions (clients with influence in their communities and with access to a large sexual and social network). A new schedule was planned for outreach work, including these new venues and areas. Initial numbers appeared promising.

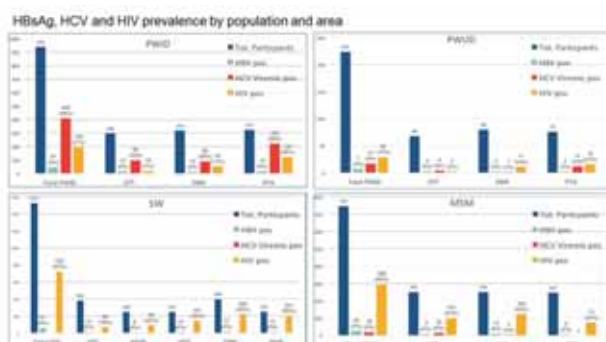
All of the above QI Intervention Strategies were closely monitored by having weekly feedback and evaluation meetings. Changes, where needed, were made weekly, to improve the programme.

People Who Inject Drugs - HARMless Project

The program started in 2014 after a Rapid Assessment and Response Study was conducted. A formal mapping of Tshwane in terms of concentration of injecting drug users was then conducted, to plan and design the project. The project follows the World Health Organisation's (WHO) recommended package for People Who Inject Drugs (PWID). The harm reduction model is a public health approach which seeks to reduce the harms associated with behaviours that place individuals at high risk for the transmission of HIV and other blood borne infections, such as Hepatitis C. The programme's approach differs from the abstinence model. The harm reduction model meets the user where they are at i.e. still using drugs. It points out risks and assists clients in reducing his/her risks.

Most of the service beneficiaries are homeless and unemployed; they face discrimination and stigmatisation from both the general population and law enforcement. Those who have experienced violations can report these incidents to peer educators. The project has a human rights and advocacy officer who follows up on the reported violations. He then visits the law enforcement agency or the hospitals that were involved and attempts to build relationships with them to find effective ways of sensitising them to the relevant issues. A quarterly report is published on human rights violations and this report is used for advocacy purposes.

A decision was made to change the project's name to the HARMless Project (it was previously known as Step-Up). A viral hepatitis study was implemented in July 2016 and wrapped-up in February 2018. The project produced the first hepatitis B and C prevalence data among these populations and assessed the usefulness and validity of point of care hepatitis C testing in the South African context. OUT and HARMless were responsible for the implementation in Tshwane. Below are the results:



A Female Specific Community Advisory Group (CAG) was launched in February 2018 for the project to investigate what services could be better tailored for the female service beneficiaries. The CAG is held once every month in conjunction with a monthly event. So far, the CAG has proven to be a great platform to reach out to women and has allowed

the project to be able to provide them better services, where funding permits. The gaps that are being identified will also allow the project to seek funding to ensure that our services are meeting the needs of our female population. The project has had several exciting information sharing sessions with the community and the attendance is steadily growing, with an average of 17 women attending monthly.

A Drop-In Centre was established in December 2015. It operates on Wednesdays and offers a safe-haven for people who use or inject drugs. Visitors can use the shower facilities, relax or watch a movie, and drinks and meals are provided. The following numbers were achieved in the past year:

- Total HCT: 893
- Total HIV +: 244
- Total Health Screens: 893
- Total Needles & Syringes distributed: 427 193
- Total Needles & Syringes collected: 354 250
- Total Behaviour Changes Done: 23 476
- Total number of contacts made: 40 964
- Total number of individuals contacted: 1 978

The HARMless Project partnered with the University of Pretoria to implement a project called the Community Oriented Substance Use Programme (COSUP). This is the first city funded Opioid Substitution Programme (OST). OST programmes are bio-medical interventions that reduce illicit opiate use, HIV risk behaviours, death from overdose, criminal activity and financial and other stresses on drug users and their families.

These programmes also improve adherence to antiretroviral therapy and the physical and mental health of drug users. The programme has a full time social worker and clinical associate, and introduced a locum doctor on Wednesdays to assist clients with scripts and other health care needs.

Hate Crimes Programme - Love Not Hate

The Love Not Hate (LNH) programme commenced on 27th July 2015 and has been funded by the US Department of State. Additional funding was awarded by the Open Society Foundation South Africa (OSFSA). The programme has two main objectives:

- Empowerment of LGBTI individuals and communities through strengthened community organisations and competent services and community building.
- Increased capacity in the South African Department of Justice and Constitutional Development to address hate crimes through agreed upon programmes, in collaboration with LGBTI civil society partners.

Up to March 2018, the LNH partners were Access Chapter 2, Social Health and Empowerment (SHE), Triangle Project, the Durban Gay and Lesbian Centre, the Pietermaritzburg Gay and Lesbian Network.

Safe Spaces

The LNH programme held two safe space meetings per month in each city (in four provinces) between January and December 2017. These meetings have become important as they provide a comfortable space for LGBTI victims of hate crimes to report at a local level. Furthermore, some participants received training on facilitation, presenting and management skills through safe spaces in their respective communities.

A total of 79 safe space meetings were held by partners between January 2017 and March 2018. There were 891 people who attended safe spaces.



Examples of Love Not Hate e-mail newsletters

Outreach

The LNH marketing and outreach has increased the number of likes on the Facebook page. The number of likes has increased by 8 000 people in 12 months. There are now 11 000 people who follow LNH on Facebook. This followed a redirection of resources to online marketing, such as Facebook page boosting. The Facebook page is linked to the LNH website (www.lovenothate.org.za) which averages 1 000 visitors a quarter. Bi-monthly themed posters are shared electronically on both the website and Facebook page.

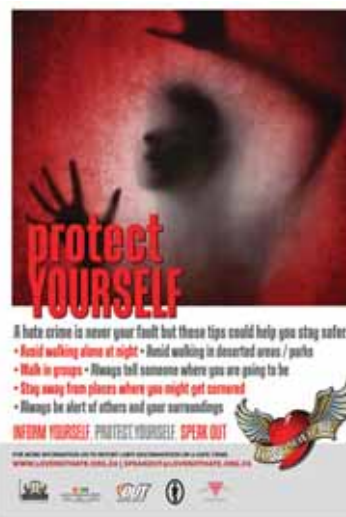
A new reporting platform (www.report.lovenothate.org.za) was launched in March 2018. The aim of the platform is to encourage reporting by victims of LGBTI hate crimes in South

Africa. Victims can choose to remain anonymous and are offered psycho-social services and support from LNH after they submit a report. There are three reports received on a weekly basis. Most of these reports are of men who have been victims of theft, assault and damage to property from people they met on gay dating apps. Victims of online dating sites often report to warn others of potential perpetrator profiles. Lastly, a total of 6 posters were shared on the Facebook page and the LNH website. A total of 14 966 e-newsletters (emails) and 12 856 SMSs were sent to the LNH contact database.

Hate Crime Cases

The LNH research report on Lesbian, Gay, Bisexual and Transgender (LGBT) hate crimes indicated that 44% of LGBT people in South Africa had experienced a hate crime and / or discrimination. Furthermore, 88% of those victims did not report any of the incidents. The baseline for cases reported to the Rapid Response Team (RRT) and the Police was 14 cases when the programme commenced in 2015. There are currently 31 cases reported to the RRT and only two cases were finalised in the last 12 months.

An additional 55 cases were reported to LNH partners in four provinces between August 2015 and June 2018. These victims have indicated that they do not have faith or trust in the criminal justice system and they do not want to report these cases to the Police. Some victims indicated that they fear that the Police will victimise them further (secondary victimisation).



Fact! Trans discrimination is real: 15% of trans people experienced it in the health sector & 51% in education. More at www.lovenothate.org.za (Stop to opt out)

Examples of Love Not Hate poster and SMS

Civil Society & Government Collaboration

OUT has been part of the Department of Justice and Constitutional Development's (DoJ&CD) National Task Team on addressing violence against people on the basis of sexual orientation and gender identity (NTT) since its inception in 2011. Progress with the structure has had multiple challenges. There are a lack of resources, realistic operational plans and project management skills, negatively affecting outputs achieved.

The NTT launched a Rapid Response Team (RRT) in 2013. The RRT is expected to monitor and track hate crime cases within the Criminal Justice System (CJS). The RRT is scheduled to meet monthly, but this seldom takes place. Only two of the monitored cases were finalised in the year (there are 31 pending cases on the template).

Lastly, the NTT launched Provincial Task Teams (PTTs) in 2016. The PTTs have not developed further than the idea that they would address challenges and issues of the NTT on a local level. The aim of the PTTs is to provide Community-Based Organisation (CBOs) with a platform to engage the DoJ&CD in individual provinces. Each province is expected to meet six times a year, however all nine PTTs have had on average two meetings in the last 12 months.

Parliamentary Work

LNH launched a parliamentary office in Cape Town in February 2017. The office aims to lobby and advocate for LGBTI issues, rights and challenges through Parliament. This process requires LNH to form partnerships with other organisations doing similar work and with Members of Parliament (MPs). LNH met with the Social Justice Coalition (SJC), Women's Legal Centre (Parliament Watch), Chas Lobdell (Parliamentary Officer and Advisor from the US Embassy), Mr. Zakhele Mbhele (MP), Gun Free South Africa and the law firm Webber Wentzel's pro bono office.

All these organisation and individuals indicated that the best way to be active in Parliament is to establish and maintain relationships with MPs and other organisations that have parliamentary work experience. LNH attends an average of 10 Police Portfolio Committee meetings and two Justice and Correctional Services Portfolio meetings per quarter.

Marketing & Communications

General OUT Marketing & Communications

OUT's services, events and related news and developments were communicated via the various OUT platforms; including OUT's website, Facebook and Twitter pages, monthly newsletters, monthly SMSs and press releases.

A number of press releases were written and issued to the media during the year on behalf of OUT. These focused on topics such as the launch of the availability of PrEP at the TEN81 clinic. These releases improved awareness and OUT was requested on a number of occasions to comment or have its staff be interviewed by journalists on LGBTQ issues.

Social media memes for events such as the International Day Against Homophobia and Transphobia, World Aids Day, Youth Day and Human Rights Day were also created and posted on OUT's social media.

The previous year saw the size of OUT's e-mail database decrease due to the adoption of a new email delivery service provider which 'cleaned out' emails that had become 'stale' or were not delivering. Over the last year, however, OUT's email

subscribers stayed steady to over 3,000. The total subscribers to OUT SMS databases grew slightly to 1,600 subscribers. These databases were maintained and updated throughout the year.

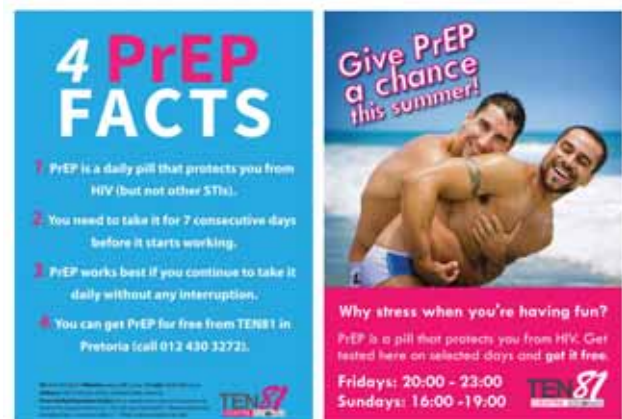
The Men2Men and Womyn2Womyn sites were maintained with monthly updates (including theme postings and polls). Ad-hoc articles around LGBTQ rights, developments in HIV treatment and prevention and news related to OUT's work were published on these sites; to inform users and increase client numbers. However, due to no budget being allocated to creating unique content for the Men2Men and Womyn2Womyn sites (as was the case in the past), traffic has continued to decrease over the last year. There are also concerns that the resources listings on these sites are increasingly out of date. Attention should be given to updating or revising these sites. Collectively, these two sites had 44,000 visits during the year.

General content on the OUT website was updated; including staff, services, press releases and other news. The OUT site had 19,000 visits during the year. Marketing was responsible for other ad-hoc design work, including various posters, signage, layout of the annual report, business cards, admin stamps, and signage for the new administrative offices.

Maintaining and growing OUT's social media presence was again a focus of marketing this year. The OUT Facebook page grew to a healthy 4,700 likes, and the OUT Twitter profile to 1,500 followers.

TEN81 Clinic and Services

The primary drive of marketing and communications over the past year was promoting the TEN81 clinic and its associated services. The launch of the free provision of PrEP at the TEN81 clinic in April 2017 was a significant focus, with considerable marketing throughout the year on social media, in newsletters, SMSs, printed material and in-venue posters, as well as various articles on the subject. There were also campaigns on GaySA Radio and on the MambaOnline news site and MeetMarket dating site during the year, which largely focused on informing MSM about PrEP, its use, and availability at TEN81.



TEN81 in-venue posters promoting PrEP awareness and services

Additionally, articles, flyers and social media campaigns were created to provide information and safety advice on other relevant issues, such as the use of steroids, slamming (injecting drug use for sexual purposes), booty bumping (inserting drugs through the anus to increase sexual pleasure) and chemsex. OUT continued to produce our monthly digital “posters”, based on a monthly psychosocial theme, offering useful tips and advice; adapted for use on social media, monthly newsletters, the OUT site etc. Topics this past year included managing loneliness, coping with burnout, celebrating self-pride, and managing a cheating partner.

Posters and e-invites were also designed to promote events like Hepatitis Awareness Day, OUT’s Pink Thirstday social events and Mams Pride (both in Mamelodi) which OUT sponsors. These were posted on the OUT site, Facebook, Twitter and in the OUT newsletter. Event pages were created on Facebook for events and some posters (such as those for Pink Thirstday and Mams Pride) were printed.



Examples of TEN81 Facebook ad images

At Camp David and La Cantina MSM venues, OUT designed and produced promotional posters and cards and a sash, for the mobile unit interventions at these venues and to promote uptake of clinic services. The MSM social networking programme also required informational and promotional material, which included posters and an info sheet. Branding was updated for the Pink Mobile unit.

The TEN81 website was maintained and updated and received just under 3,000 visits. A confidential online survey of TEN81 clients was conducted to assess if the services provided were seen as valuable, professional and of high quality. Prizes were awarded to three of the participants. Though the sample was small, the response was extremely positive. TEN81 promotional material was updated and revisited, including new business cards. There was also the design and production of a long-sleeve “DNA” T-shirt to be offered to incentivise testing. The TEN81 flyers and pamphlets were updated and reprinted and a balloon arch was produced for the stand at Pretoria Pride 2017. Signage for the Step-Up project was created and a new logo was designed and related branded items updated when this project was renamed to HARMless in February 2018.

Monthly Facebook paid advertising campaigns continued over the past year. A theme or service was identified each month and promoted via paid promotion, with the call to

action being for clients to call the clinic for an appointment. The TEN81 Facebook page saw an increase in likes from 6,800 to almost 10,000 followers. This has dramatically grown our reach on social media and our ability to target our audience. It also appeared to have (anecdotally) continued to boost clients at the clinic.

The thriving Facebook presence has continued to result in an increase in social media interactions with clients, both through comments and queries on ads and posts, and through direct messaging. This has remained a popular platform for queries about services and requests for appointments from clients, and there are daily interactions.



TEN81 stalls at Pretoria Pride 2017

Hate Crimes Campaign

The Love Not Hate campaign continued into the 2017 / 2018 year, with some substantial marketing and communications projects. Two major developments were the Justice Denied campaign and the launch of a new online reporting website and app.

In May 2017, the Justice Delayed campaign focused on a number of hate crime cases that remained unresolved. The aim of this awareness campaign was to inform the public, show solidarity with the victims and their family and put pressure on the authorities to speed up investigations or prosecutions in the cases. Justice Delayed flyers, t-shirts, posters and other designs were produced and used in protests and in social media campaigns. A press release was issued and the protests were covered by the media and by the communications and marketing director, who shared images and video clips on the OUT Love Not Hate / OUT platforms.



T-shirts produced for Justice Denied campaign protests

In March 2018, Love Not Hate launched a new online reporting tool allowing victims of hate crimes to report and geographically pinpoint the location of attacks around the country. Considerable time was spent refining and customising the site. An Android app version was also launched. An informational card was printed and a series of campaigns on social media, GaySA Radio (radio scripts written) and Mambaonline were created to promote awareness of this site. A press release was issued and the reporting site received mainstream media attention.



Facebook ad images promoting the Love Not Hate reporting site

In June 2017, the design and layout of the Hate Crimes Against Transgender People report was completed and the report was printed. As in previous years, newsletters, SMSs, articles and social media images and campaigns were produced every two months for Love Not Hate. These were based on a theme and provided information and advice to the LGBTQ community on hate crimes. Digital posters were created for a number of "safe spaces" events.

There was a continued drive to produce more content about hate crimes through articles and press releases. Articles were written on issues such as staying safe, updates on the provincial task team, parliamentary work and the status of various hate crime cases. These were published on the Love Not Hate site and in the newsletter and shared on social media. Monthly campaigns around these and other topics were promoted on Facebook, and the Mambaonline LGBTQ news website.

The Love Not Hate e-mail subscriber database has decreased slightly to around 2 600 subscribers over this period although the SMS database has grown to 2 700 people. There were almost 7 000 visits to the Love Not Hate website. Budget allocated to advertising Love Not Hate content, tips, advice and articles on Facebook saw a marked increase in followers on the Love Not Hate Facebook page. These grew from 1 500 at the end of last year to 11 600, greatly enhancing the reach of the Love Not Hate campaign on social media.

Management and finances

The current OUT strategic plan spans from 2013 to 2018, and our operational plans take place within this overall framework. Operational plans are also influenced and guided significantly by funder priorities, including meeting quantitative targets on services. These include the 90-90-90 strategy for HIV outcomes, as specified by UNAIDS. This means that in order to control

the HIV epidemic, one needs to test 90% of those who are positive and don't know their status. Of these, 90% need to be initiated on treatment and, of those on treatment, 90% must be virally suppressed. These concrete targets are useful as they direct work and enthuse staff.

The Board met three times in the last year, including in October 2017 to approve the annual report and audited financial statements. They also met in February 2018 to approve performance evaluations, staff salaries and increments, and the annual budget. Other issues that the Board dealt with included recruitment of a new Treasurer, quarterly progress reports, policy developments, and salary scales.

While the hate crime programming objectives centre on civil society and Government responses to hate crimes, a current area lacking in OUT's work is on specifically lesbian programmes. The OUT Board emphasised the need to address this concern.

The Management Committee consists of the Director, the Health Manager, the Financial Manager, the Hate Crime Manager, the Office Manager and the PWID Manager. They dealt with on-going strategic development of programmes, monitoring of budgets and needed updated in policies (for example Subsistence and Travel rates), decisions around office space, data systems and other operational requirements. They also monitored monthly financial statements in terms of balance sheets and profit and loss statements. They furthermore updated cash flows and budgets and ensured the submission of funder reports.

Staff meetings were held every two months and discussed on-going operational implementation around rosters, events attended, data systems, programmatic progress, submissions for funding and opportunities, budgets, office issues and repairs and similar. There were discussions around improving staff development through trainings but this was not possible due to budget constraints. As OUT is a smallish organisation, it does not offer many upward opportunities. All staff underwent performance evaluations every six months and these were linked with the annual salary increases.

An area that was developed in the past year was with regard to data systems, including capturing, monitoring and evaluation. This was necessary due to the much larger number of clients that OUT serves as well as funder reporting needs. OUT now has three full-time data management staff members, and backlogs in this area were significantly reduced.

The budget for the year was R15 211 101.57 with the main funders being the Centers for Disease Control, through TB HIV Care, as well as the US Department of State. Dutch funding continued for both the LGBT and PWID programmes and other funders were the University of Pretoria COSUP, the BMSF Foundation, Right to Care, the Gauteng Department of Health and the Open Society Foundation. OUT did not recover all overheads and staff expenses and this needs to be addressed in future applications. There was a loss for the year of R1 990.52.

OUT Staff Members



Dawie Nel has been the Director of OUT since 2002. He is gay and holds a Master's degree in Education from the University of the Witwatersrand. His interests are researching factors influencing gay men's health, and activism.



Lucy Thukwane is a Clinical Nurse at OUT's TEN81 Centre and is responsible for HIV testing and counselling, STI screenings and other clinical services and support. She has numerous nursing qualifications, including a Certificate in Competency in MSM Health Management



Johan Meyer is the Health Manager at OUT. He has a BD Theology degree, with special interest in Marriage and Family Counselling. Apart from having been a pastor for six years, Johan also worked in the mental health field for eight years.



Samuel Nthusane is the Reception Clerk at the OUT office and TEN81 Clinic in Hatfield, Pretoria. He from Soshanguve and first joined OUT as a Peer Educator in August 2010. Samuel is studying towards a diploma in Marketing with Unisa.



Moude Maodi joined OUT in March 2012 as Office Administrator. She is looking forward to studying Public, Constitutional and International Law through UNISA to pursue a career in protecting LGBTI rights and promoting non-discrimination in our society.



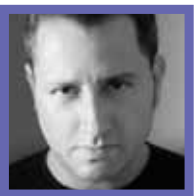
Clarah Makhwela has been the office domestic worker for OUT for the past two decades



Lerato Phalakatshela is the Love Not Hate Programme Manager. He is responsible for assisting hate crime victims, managing safe spaces and overseeing the overall project. Lerato holds a Bachelor's Degree in Town and Regional Planning and a Diploma in Project Management.



Marietjie Botha is OUT's Financial Manager. She has roughly 20 years' experience in finance, and loves numbers and reading. She has a passion for community work and is involved in a project feeding babies of unemployed parents.



Luiz De Barros has a BA in English and Psychology and a BA Honours in Drama and Film. He co-founded the multimedia agency Underdog where he worked as Creative Director for 14 years. He is Marketing and Communications Coordinator at OUT and editor of Mambaonline.com.



Happy Phaleng is the Peer Outreach Coordinator at OUT. He is an inspirational young activist who educates and advocates for the youth, especially LGBTI youth in rural areas.



Randy Tshisaphungo is a Clinic Nurse at OUT's TEN81 Centre in Hatfield, Pretoria. She has a diploma in Human Resources from Vaal University of Technology and did a Nursing diploma at the Ann Latsky Nursing College.



Nicholas Tsoeu is the Clinic & Outreach Registered Nurse at OUT. His focus is on HIV/AIDS, STIs & TB Management. He also holds a teacher's diploma and has worked in various service delivery fields.

OUT Staff Members



Lois Roos is the Monitoring and Evaluation Co-ordinator at OUT. She studied law at Tukkies, and lived abroad and in Cape Town before returning to Pretoria. She is a campaigner for free and non-discriminatory health and well-being services for all populations.



Dlozi Nthethwa joined OUT in 2016 and lives and works in Pretoria. She has an aesthetic for juxtaposing live action footage and 2D graphics. Her information design company helps ensure that documents and systems for information are built around their stakeholders' intuition.



Kara Nortje is a data capturer at OUT (MSM programme). She is a former radio presenter for Tuks FM and a prospective LLB Law Student. She grew up as an international citizen and often felt like an outsider. It's for this reason that ensuring equality in any and all forms has always been her goal.

HARMless Staff



Nelson Medeiros is the Project Coordinator for the HARMless Project. He is responsible for the running and management of the project, staff, training, sensitisation of stakeholders and engagements.



Angela McBride assists with HIV testing and counselling, sterile injecting equipment distribution, Hepatitis B & C testing as well as administration and stakeholder engagement.



Roy Derick Louw aids clients in the reduction of the spread of HIV and Hepatitis and educates on safer injecting practices. He is also the driver for the project.



Andries Swarts is an Outreach Worker for the HARMless Project. His interests include music, movies, playing with his dogs and trying to make a difference in other people's lives.



Rorisang Monegi provides HIV testing and counselling for PWID. He assists with health services such as wound care, referrals, rehabilitation referrals, Hepatitis C and B testing and provision of Hep B vaccine and sterile injecting equipment.



Connie Van Staden is the Human Rights & Advocacy Officer for the HARMless Project. In his free time he does tattoos, especially for his friends.



Doricah Khasalela holds a BA Community Development and Leadership Degree. She is passionate about community work and she wants to contribute to building a safer LGBTI community.



Lesiba Simon Moeketsi is a peer educator who joined OUT in 2017. He is also Director and founder of North Site Motors PTY (Ltd), a project coordinator and feminist at 0435 S.M.V Projects (0435 Sanitary Dignity Campaign), and an Africanist.



Maria Bianca Letsoalo is dedicated to changing the lives of people and changing their perception in regards to the LGBTIQ+ community. She is a fun and approachable person with a passion for love, and is studying towards a degree in public finance.



Fortunate Ndlovu has a BA in Psychology and Sociology. She has a passion for working with people from diverse walks of life.



Ben Bambatha is an outreach team coordinator at OUT who joined the organisation in 2017. He is an HIV specialist and also provides HTC as part of the community based organisation, KHULA YOUTH NETWORK. He co-facilitates social safe spaces and youth development programmes.



Clement Matlala has several higher certificates: business administration, HIV and AIDS management, and an Introduction to Computers. He has a passion for working in community service and development. He is an HIV and AIDS and LGTBI activist who aims to promote a healthy lifestyle



Isalinah Smith joined OUT in 2017. She graduated from South West Gauteng College with a certificate in primary healthcare. She's passionate about giving health education to people, and working within the community to promote a healthier and safer environment for all.



Tshepang Mosses Mbatha has a love for community development and wants to contribute to building a healthier and safer LGBTI community. He is studying Business Administration and Health Promotion.



John Morake feels that helping and making a difference in people's lives through the peer education programme is an honour and a privilege.



Siyabonga Mkhize is a team coordinator, who started at OUT in 2017 as a peer educator and driver. He now aims to focus his professional life on underprivileged communities with little to no access to health care. This is where he's been called to make a difference.



Zanele Zamela is a student at the University of Pretoria, studying Human Genetics, and is a member of the Physiology Society of Southern Africa. She is an outgoing individual, devoted to making a difference in the fields she has chosen to take interest in.

OUT Board Members

OUT's sincere gratitude to all Board Members for their dedication, expertise and oversight.

Francois Joubert is a project risk management specialist. He graduated as a mechanical engineer in 1994 and has since obtained a MEng (Technology Management), MBA and MPhil (Ethics) and PhD. He has extensive experience in the systems and processes related to project management, construction management, project controls and quality management. He lectures at post graduate level at the University of Pretoria as well as the Nelson Mandela Metropolitan University in Port Elizabeth.



Prof Frans Viljoen (MA, LLB, LLD (Pretoria), LLM (Cambridge) is the Director for the Centre for Human Rights, Faculty of Law, University of Pretoria. He is the academic co-ordinator of the LLM (Human Rights and Democratisation in Africa) and has published extensively. Prof Viljoen has collaborated with numerous African LGBT organisations within the context of the work of the African Commission on Human and Peoples' Rights.



Robert Cameron-Ellis, Treasurer of the Board. Mr Ellis was Chair of the Board till 2007. He is a Chartered Accountant and Certified Fraud Examiner. He is a partner in the law firm Edward Nathan Sonnenbergs and is regarded as one of the country's top forensic accountants. Mr Cameron Ellis lives in Pretoria with David, his partner.



Prof. AH Mavhandu-Mudzusi is a senior lecturer, specialising in Basic Epidemiology for Health Sciences. She holds a PhD in Management, Masters in Nursing, Honours in Psychology and Honours in Nursing. She also has several diplomas in Nursing. Her main passion is advocacy for marginalised groups. She is involved in several LGBTI research projects, both at national and international level. She is the first black female heterosexual board member of OUT.



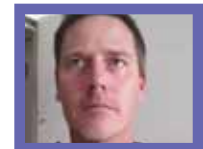
Adv MJ Kock - (B.Iur, LLB, LLM (Pretoria), MBA (TUT) - is a Director: Legislative Drafting for the Department of Cooperative Governance. She is an expert in public governance in South Africa. She is a human rights activist and is passionate about the protection thereof.



Lerato Lebona is a public health specialist with over 8 years experience working in the public health field, both locally and regionally, in the areas of HIV/AIDS, Gender and Human Sexuality, Sexual Reproductive Health and Rights, and TB. Lerato holds a Master of Public Health from the University of Witwatersrand, a Bachelor of Arts (honours) degree in Social Behaviour Studies in HIV/AIDS from UNISA and a Bachelor of Social Science degree in Psychology from the University of Pretoria.



The Reverend Canon Vernon Foster is a Priest of the Anglican Church of Southern Africa in the Diocese of Pretoria. He is currently the Rector of a Parish in the East of Pretoria. He is a Canon of the Cathedral of St. Alban the Martyr and holds the portfolio of Gender in the Cathedral Chapter. He is also the Chairperson of the Diocesan Gender Committee. He has a Diploma in Ministry from the College of the Transfiguration in Grahamstown, a Bachelor of Arts degree in Theology from the University of Pretoria and an Honours Bachelor of Theology (Practical Theology) from the University of South African. Vernon's passion in his work is for a fully inclusive Church.





MAINline



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Audited financial statements

**OUT LESBIAN / GAY / BISEXUAL /
TRANSGENDER (LGBT) WELL BEING**

FINANCIAL STATEMENTS
FOR THE YEAR ENDED

31 MARCH 2018



GEREGISTREERDE REKENMEESTERS EN OUDITEURE
REGISTERED ACCOUNTANTS AND AUDITORS

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

General Information

Nature of business and principal activities	Health Services and Advocacy
Board Members	Dr F Joubert - Chairman Prof A Mavhandu-Mudzusi - Deputy Chairperson Prof F Viljoen - Board Member DNF Nel - Executive Director L Lebona - Board Member Adv M Kock - Board Member Rev V Foster - Board Member
Business address	1081 Pretorius Street Hatfield 0083
Bankers	ABSA Bank Ltd
Auditors	MVB Chartered Accountants (SA) Registered Auditor
NPO number	000-219-NPO

Index

The reports and statements set out below comprise the financial statements presented to the board and stakeholders:

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Board's Responsibilities and Approval	2
Independent Auditor's Report	3 - 4
Board Members' Report	5
Statement of Financial Position	6
Statement of Comprehensive Income	7
Statement of Changes in Equity	8
Statement of Cash Flows	9
Accounting Policies	10 - 11
Notes to the Financial Statements	12 - 15
The following supplementary information does not form part of the financial statements and is unaudited:	
Detailed Income Statement	16 - 17

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Board's Responsibilities and Approval

The board members are required by the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING, to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the entity as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standard for Small and Medium-sized Entities. The external auditors are engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The board members acknowledge that they are ultimately responsible for the system of internal financial control established by the entity and place considerable importance on maintaining a strong control environment. To enable the board members to meet these responsibilities, the board members sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the entity and all employees are required to maintain the highest ethical standards in ensuring the entity's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the entity is on identifying, assessing, managing and monitoring all known forms of risk across the entity. While operating risk cannot be fully eliminated, the entity endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The board members are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The board members have reviewed the entity's cash flow forecast for the year to 31 March 2019 and, in the light of this review and the current financial position, They are satisfied that the entity has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the entity's financial statements. The financial statements have been examined by the entity's external auditors and their report is presented on page 3.

The financial statements set out on pages 6 to 17, which have been prepared on the going concern basis, were approved by the board on 28 July 2018 and were signed on its behalf by:

Approval of financial statements



Dr F Joubert - Chairman



Prof A Mavhandu-Mudzusi - Deputy Chairperson



GEREGISTREERDE REKENMEESTERS EN OUDITEURE
REGISTERED ACCOUNTANTS AND AUDITORS

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Our Ref:
Ons Verw:

Your ref:
U Verw:

Independent Auditor's Report

To the board and stakeholders of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

Opinion

We have audited the financial statements of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING set out on pages 6 to 15, which comprise the statement of financial position as at 31 March 2018, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING as at 31 March 2018, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the financial statements section of our report. We are independent of the entity in accordance with the Independent Regulatory Board for Auditors Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (Parts A and B). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The board members are responsible for the other information. The other information comprises the Board Members' Report as required by the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING, which we obtained prior to the date of this report. Other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independent Auditor's Report

Responsibilities of the board members for the Financial Statements

The board members are responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING, and for such internal control as the board members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the board members are responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board members either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the board members.
- Conclude on the appropriateness of the board members use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



MYB
T.J. O'Neil CA (SA)
Partner
Chartered Accountants (SA)
Registered Auditor

28 July 2018

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Board Members' Report

The board members have pleasure in submitting their report on the financial statements of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING for the year ended 31 March 2018.

1. Nature of business

During the year the entity operated as a non-profit organisation providing health and advocacy services to the lesbian, gay, bisexual and transgender community. No material changes took place in the principle nature of the organisation.

2. Review of financial results and activities

The financial statements have been prepared in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING. The accounting policies have been applied consistently compared to the prior year.

Full details of the financial position, results of operations and cash flows of the entity are set out in these financial statements.

3. Board Members

The board members at the date of this report are as follows:

Board Members

Dr F Joubert - Chairman
RE Cameron Ellis - Board Member
N Nkosi - Board Member
Prof A Mavhandu-Mudzusi -
Deputy Chairperson
Prof F Viljoen - Board Member
DNF Nel - Executive Director
L Lebona - Board Member
Adv M Kock - Board Member
M Mahlatjie - Board Member
Rev V Foster - Board Member

Changes

Resigned 21 October 2017
Resigned 21 October 2017

Resigned 23 February 2018
Appointed 21 October 2017

4. Events after the reporting period

The board members are not aware of any other material event which occurred after the reporting date and up to the date of this report.

5. Going concern

The board members believe that the entity has adequate financial resources to continue in operation for the foreseeable future and accordingly the financial statements have been prepared on a going concern basis. The board members have satisfied themselves that the entity is in a sound financial position and that it has access to sufficient donor funding to meet its foreseeable cash requirements. The board members are not aware of any material changes that may adversely impact the entity. The board members are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the entity.

6. Auditors

MVB continued in office as auditors for the entity for 2018.

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Statement of Financial Position as at 31 March 2018

	Notes	2018 R	2017 R
Assets			
Non-Current Assets			
Property, plant and equipment	2	172,884	269,383
Other financial assets	3	160,000	280,000
		332,884	549,383
Current Assets			
Trade and other receivables	4	430,626	466,889
Other financial assets	3	120,000	120,000
Cash and cash equivalents	5	1,467,226	549,306
Prepayments	6	-	42,149
		2,017,852	1,178,344
Total Assets		2,350,736	1,727,727
Equity and Liabilities			
Equity			
Fixed asset reinstatement reserve		584,388	571,479
Retained income		203,345	309,256
		787,733	880,735
Liabilities			
Current Liabilities			
Trade and other payables	7	84,482	67,078
Provisions	8	-	153,627
Unspent project funds	9	1,478,521	626,287
		1,563,003	846,992
Total Equity and Liabilities		2,350,736	1,727,727

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Statement of Comprehensive Income

	Note(s)	2018 R	2017 R
Revenue	10	14,608,632	10,860,822
Other income		435,527	900,851
Operating expenses		(15,002,210)	(11,507,135)
Operating surplus		41,949	254,538
Investment revenue		7,034	1,964
Finance costs	11	-	(168)
Surplus for the year		48,983	256,334
Other comprehensive income		-	-
Total comprehensive income for the year		48,983	256,334

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Statement of Changes in Equity

	Fixed assets reinstatement reserve R	Retained income R	Total equity R
Balance at 01 April 2016	382,667	52,922	435,589
Profit for the year	-	256,334	256,334
Fixed assets reinstated	-	-	-
Total comprehensive income for the year	-	256,334	256,334
Fixed assets reinstated	188,812	-	188,812
Total changes	188,812	-	188,812
Balance at 01 April 2017	571,479	309,256	880,735
Profit for the year	-	48,983	48,983
Fixed assets reinstated	-	-	-
Total comprehensive income for the year	-	48,983	48,983
Fixed assets reinstated	67,862	-	67,862
Assets returned to funders	(54,953)	-	(54,953)
Prior year adjustment	-	(154,894)	(154,894)
Total changes	12,909	(154,894)	(141,985)
Balance at 31 March 2018	584,388	203,345	787,733

Note(s)

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Statement of Cash Flows

	Note(s)	2018 R	2017 R
Cash flows from operating activities			
Cash receipts from funders		14,644,895	11,031,898
Cash paid to suppliers and employees		(13,786,147)	(10,523,960)
Cash generated from operations	13	858,748	507,938
Interest income		7,034	1,964
Finance costs		-	(168)
Net cash from operating activities		865,782	509,734
Cash flows from investing activities			
Purchase of property, plant and equipment	2	(67,862)	(200,505)
Proceeds from financial assets		120,000	120,000
Net cash from investing activities		52,138	(80,505)
Cash flows from financing activities			
Total cash movement for the year		917,920	429,229
Cash at the beginning of the year		549,306	120,077
Total cash at end of the year	5	1,467,226	549,306

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Accounting Policies

1. Basis of preparation and summary of significant accounting policies

The financial statements have been prepared on a going concern basis in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities, and the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING. The financial statements have been prepared on the historical cost basis, and incorporate the principal accounting policies set out below. They are presented in South African Rands.

These accounting policies are consistent with the previous period.

1.1 Property, plant and equipment

Property, plant and equipment are tangible assets which the entity holds for its own and which are expected to be used for more than one period.

Property, plant and equipment is initially measured at cost.

Cost includes costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Expenditure incurred subsequently for major services, additions to or replacements of parts of property, plant and equipment are capitalised if it is probable that future economic benefits associated with the expenditure will flow to the company and the cost can be measured reliably. Day to day servicing costs are included in profit or loss in the period in which they are incurred.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the entity.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Furniture and fixtures	Straight line	6 Years
Motor vehicles	Straight line	5 Years
Office equipment	Straight line	6 Years
IT equipment	Straight line	3 Years

Additions to assets with a cost below R7 000 are written off to R1 in the year of purchase.

When indicators are present that the useful lives and residual values of items of property, plant and equipment have changed since the most recent annual reporting date, they are reassessed. Any changes are accounted for prospectively as a change in accounting estimate.

Impairment tests are performed on property, plant and equipment when there is an indicator that they may be impaired. When the carrying amount of an item of property, plant and equipment is assessed to be higher than the estimated recoverable amount, an impairment loss is recognised immediately in profit or loss to bring the carrying amount in line with the recoverable amount.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in profit or loss when the item is derecognised.

When donor funding is used to purchase an asset, the purchase is initially offset against such donor funds. The asset is immediately reinstated and a corresponding credit is made against a fixed assets reinstatement reserve. The resulting asset is then depreciated over its useful life.

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Accounting Policies

1.2 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership to the lessee. All other leases are operating leases.

1.3 Provisions and contingencies

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event; it is probable that the entity will be required to transfer economic benefits in settlement; and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as interest expense.

1.4 Revenue

Grants from funding organisations are recognised at their fair value in profit or loss where there is reasonable assurance that the grant will comply with all the attached conditions. Grants received where the entity has yet to comply with all attached conditions are recognised as a liability and released to income when all attached conditions have been complied with.

Grants are recognised as income over the periods necessary to match them with the related costs they are intended to compensate.

A grant that becomes receivable as compensation for expenses or losses already incurred, or for the purpose of giving immediate financial support to the entity with no future related costs, is recognised as income for the period in which it becomes receivable.

Interest is recognised, in profit or loss, using the effective interest rate method.

1.5 Foreign exchange

Foreign currency transactions

Exchange differences arising on monetary items are recognised in profit or loss in the period in which they arise.

Where a donor requires expenditure to be reported on at a specific date, the expenditure is recorded at that rate against the donor's project. The difference between that rate and the actual rate is reflected as an exchange difference at the same time.

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Notes to the Financial Statements

	2018 R	2017 R
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2. Property, plant and equipment

	2018			2017		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Furniture and fixtures	91,715	(91,679)	36	90,683	(90,643)	40
Motor vehicles	218,005	(105,369)	112,636	218,005	(61,768)	156,237
Office equipment	128,823	(121,505)	7,318	123,335	(98,954)	24,381
IT equipment	363,988	(311,094)	52,894	357,598	(268,873)	88,725
Total	802,531	(629,647)	172,884	789,621	(520,238)	269,383

Reconciliation of property, plant and equipment - 2018

	Opening balance	Reinstatement adjustments	Depreciation	Closing balance
Furniture and fixtures	40	9,923	(9,927)	36
Motor vehicles	156,237	-	(43,601)	112,636
Office equipment	24,381	5,935	(22,998)	7,318
IT equipment	88,725	11,389	(47,220)	52,894
	269,383	27,247	(123,746)	172,884

Reconciliation of property, plant and equipment - 2017

	Opening balance	Additions	Reinstatement adjustments	Depreciation	Closing balance
Furniture and fixtures	3,299	-	61,985	(65,244)	40
Motor vehicles	199,838	-	-	(43,601)	156,237
Office equipment	5,089	-	24,826	(5,534)	24,381
IT equipment	60,953	11,694	102,000	(85,922)	88,725
	269,179	11,694	188,811	(200,301)	269,383

3. Other financial assets

At amortised cost

L Stassen	280,000	400,000
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Non-current assets

At amortised cost	160,000	280,000
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Current assets

At amortised cost	120,000	120,000
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280,000	400,000
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The financial asset represents the recoverable amount relating to unauthorised expenditure recoveries. The asset is recoverable in monthly instalments of R10 000.

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Notes to the Financial Statements

	2018 R	2017 R
4. Trade and other receivables		
Accrued income: Department of Community Safety	15,000	15,000
Accrued income: Right to Care	3,420	3,420
Accrued income: TB/HIV Care	26,220	31,921
Accrued income: University of Pretoria	268,676	146,458
Deposits	67,921	35,450
Employee costs in advance	-	3,448
Salary control account	-	4,597
VAT	49,389	226,595
	430,626	466,889
5. Cash and cash equivalents		
Cash and cash equivalents consist of:		
Bank balances	1,257,229	522,887
Cash on hand	2,003	111
Credit cards	32,302	1,211
Short-term deposits	175,692	25,097
	1,467,226	549,306
6. Prepayments		
Right To Care	-	8,069
TB/HIV Care	-	34,080
	-	42,149
7. Trade and other payables		
Trade payables	46,319	67,078
US State Hate Crimes	25,416	-
D Nel	12,747	-
	84,482	67,078
8. Provisions		
Right To Care	-	123,948
TB/HIV Care	-	29,679
	-	153,627

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Notes to the Financial Statements

	2018 R	2017 R
9. Unspent project funds		
Bridging The Gap - Needs Assessment	5,775	-
CoC - Bridging The Gap	101,699	6,558
CoC - DiDiRi	-	66,501
CoC - LGBT Research	144,459	-
COSUP	258,494	268
Department of Health	-	19,697
Hate Crimes - Hivos	-	40,500
Hate Crimes - Open Society Foundation	536,086	15,861
Mainline	311,679	119,726
Right To Care	1,685	193,808
TB / HIV Care - BMSF	182,377	19,228
TB / HIV Care - MSM&PWID	131,527	106,475
US State Department	(195,260)	37,665
	1,478,521	626,287
10. Revenue		
Grant Income Received	14,608,632	10,860,822
11. Finance costs		
Interest on bank overdraft	-	168
12. Taxation		
No provision has been made for 2018 tax as the entity is exempt from taxation in terms of Section 10(1)(f) of the Income Tax Act as amended.		
13. Cash generated from operations		
Profit before taxation	48,983	256,334
Adjustments for:		
Depreciation and amortisation	123,746	200,301
Interest received	(7,034)	(1,964)
Finance costs	-	168
Movements in provisions	(153,627)	153,627
Prior year adjustments	(154,893)	-
Changes in working capital:		
Trade and other receivables	36,264	(77,279)
Prepayments	42,149	(42,149)
Trade and other payables	17,402	(78,827)
Unspent Project Funds	852,234	(91,084)
Fixed assets reinstated	67,862	188,811
Assets funded by funders depreciation adjustment	(14,338)	-
	858,748	507,938

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING

(Registration number: 000/219/NPO)

Financial Statements for the year ended 31 March 2018

Notes to the Financial Statements

	2018 R	2017 R
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14. Operating lease commitments

The entity leases office buildings under a non-cancellable operating lease agreement. The lease term is for a term of three years. The lease agreement is renewable at the end of the lease period at market rate.

The entity also leases office equipment under cancellable operating lease agreements. The entity is required to give one months notice for the termination of these agreements.

The future minimum lease payments under non-cancellable operating leases are as follows:

No later than 1 year	517,023	513,216
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15. Related parties**Relationships**

Members of key management

DNF Nel - Director

Related party balances and transactions with key management personnel of the company or its parent**Related party transactions**

Directors Salary - DNF Nel	1,070,073	924,844
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16. Going concern

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The ability of the entity to continue as a going concern is dependent on a number of factors. The most significant of these is that the board continue to procure funding for the ongoing operations for the entity.

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL BEING

(Registration number 000/219/NPO)
Financial Statements for the year ended 31 March 2018

Detailed Income Statement

	2018 R	2018 R	2018 R	2018 R	2018 R	2017 R	2017 R	2017 R
	Revenue	Direct Expenses	Overheads Allocated	Total Project Cost	Surplus / (Shortfall)	Revenue	Total Project Cost	Surplus / (Shortfall)
Operating Income and expenses								
Project specific and General Funding:	14,608,632	(4,970,215)	(9,638,417)	(14,608,632)	-	10,860,822	(10,821,438)	39,385
Bridging the Gaps - Needs Assessment	800	(800)	-	(800)	-	692,059	(692,059)	-
CoC Bridging the Gaps	588,823	(201,324)	(387,499)	(588,823)	-	294,655	(294,655)	-
CoC DIDIRI	-	-	-	-	-	188,133	(188,133)	-
COSUP	836,736	(33,282)	(803,455)	(836,736)	-	990,002	(990,002)	-
DOH Sector Coordination and Development	1,013,708	(673,708)	(340,000)	(1,013,708)	-	259,908	(259,908)	-
Hate Crimes: Open Society Foundation	229,775	(88,535)	(141,240)	(229,775)	-	(40,500)	(89,500)	(130,000)
HIVOS - Hate Crimes	40,500	(40,500)	-	(40,500)	-	166,230	(166,230)	-
Mainline	362,921	(357,921)	(5,000)	(362,921)	-	1,317,385	(1,317,385)	-
Right to Care	1,369,552	(303,655)	(1,065,897)	(1,369,552)	-	48,928	(48,928)	-
TB / HIV Care - PWID Advocacy	228,000	-	(228,000)	(228,000)	-	318,610	(318,610)	-
TB / HIV Care - BMSF	450,916	(104,437)	(346,479)	(450,916)	-	2,119,581	(1,949,794)	169,787
TB / HIV Care - MSM	-	-	-	-	-	1,721,989	(1,721,989)	-
TB / HIV Care - MSM/PWID	6,252,028	(926,991)	(5,325,037)	(6,252,028)	-	596,010	(596,884)	(873)
TB / HIV Care - PWID	-	-	-	-	-	1,281	(810)	471
The South African National Aids Council	3,234,872	(2,239,062)	(995,811)	(3,234,872)	-	2,186,552	(2,186,552)	-
US State Department - Hate Crimes	-	-	-	-	-	-	-	-
Other Income:	435,527	-	-	-	435,527	900,851	-	900,851
Donations	6,195	-	-	-	6,195	47,020	-	47,020
Insurance settlement	153,848	-	-	-	153,848	25,158	-	25,158
Profit on exchange differences	238,784	-	-	-	238,784	715,006	-	715,006
Rental income	-	-	-	-	-	33,531	-	33,531
Sundry income	-	-	-	-	-	21,596	-	21,596
Training income	36,700	-	-	-	36,700	58,540	-	58,540
Investment revenue:	7,034	-	-	-	7,034	1,964	-	1,964
Interest received	7,034	-	-	-	7,034	1,964	-	1,964

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OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL BEING

(Registration number: 000219/NPO)

Financial Statements for the year ended 31 March 2018

Detailed Income Statement

	2018 R	2018 R	2018 R	2018 R	2018 R	2017 R	2017 R
	Revenue	Direct Expenses	Overheads Allocated	Net Cost Difference	Unallocated Overheads	Revenue	Total Overhead Cost
Operational Expenditure			9,638,417	(393,578)	(393,578)		(677,543)
Accounting fees	-	(115,329)	89,773	(25,556)	(25,556)	-	4,973
Auditors remuneration	-	(73,770)	78,111	4,341	4,341	-	(10,560)
Bad debts	-	-	-	-	-	-	(581)
Bank charges	-	(23,790)	14,697	(9,093)	(9,093)	-	-
Board meeting expenses	-	(1,083)	-	(1,083)	(1,083)	-	-
Computer expenses	-	(58,637)	53,324	(5,313)	(5,313)	-	29,704
Depreciation	-	(122,544)	-	(122,544)	(122,544)	-	(200,301)
Donations	-	(524)	-	(524)	(524)	-	-
Gifts and flowers	-	(10,161)	-	(10,161)	(10,161)	-	(8,425)
Insurance	-	(83,634)	70,341	(13,292)	(13,292)	-	(10,183)
Lease rentals on operating lease	-	(727,985)	731,057	3,062	3,062	-	(12,801)
Legal fees	-	(6,750)	-	(6,750)	(6,750)	-	(24,093)
Marketing and promotions	-	(359,520)	359,520	-	-	-	2,931
Motor vehicle expenses	-	(426)	-	(426)	(426)	-	-
Municipal charges	-	(73,380)	47,211	(26,169)	(26,169)	-	(20,567)
Networking expenses	-	(530)	-	(530)	(530)	-	-
Office expenses	-	(31,401)	41,667	10,265	10,265	-	-
Postages and courier	-	(3,615)	395	(3,220)	(3,220)	-	-
Printing and stationery	-	(31,616)	32,803	1,187	1,187	-	8,395
Refreshments and entertainment	-	(16,770)	16,552	(218)	(218)	-	-
Repairs and maintenance	-	(57,137)	37,402	(19,735)	(19,735)	-	(15,595)
Research and development costs	-	(64,060)	27,781	(36,279)	(36,279)	-	-
Safety and security	-	(15,317)	8,085	(7,232)	(7,232)	-	-
Salaries and wages	-	(7,925,127)	7,862,387	(62,740)	(62,740)	-	(373,234)
Telephone, fax and internet	-	(186,127)	157,850	(28,277)	(28,277)	-	10,851
Travel and accommodation	-	(7,761)	281	(7,480)	(7,480)	-	(50,511)
Website expenses	-	(9,734)	9,182	(552)	(552)	-	(7,544)
Workmen's compensation	-	(25,256)	-	(25,256)	(25,256)	-	-
	15,051,192	(15,002,210)	-	(15,002,210)	48,983	11,763,638	(11,498,980)
Penalties and interest on statutory arrears	-	-	-	-	-	-	(8,153)
OPERATING SURPLUS BEFORE FINANCE COSTS	15,051,192	(15,002,210)	-	(15,002,210)	48,983	11,763,638	256,504
Finance costs	-	-	-	-	-	-	(168)
OPERATING SURPLUS FOR THE YEAR	15,051,192	(15,002,210)	-	(15,002,210)	48,983	11,763,638	256,334

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The supplementary information presented does not form part of the financial statements and is unaudited



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